

EXTRA! • EXTRA! • EXTRA!
SPECIAL IBT CONVENTION ISSUE

TEAMSTER **CONVOY**
DISPATCH

109

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

July 1991

Rank and File Victory!

History was made during one week in June in Orlando, Fla. In that week we won victories and reforms to make our union stronger. We nominated a dynamic new leadership team—the Ron Carey Slate—that we can elect in December. The rank and file are starting to call the shots, and by the end of the year can be in the drivers' seat. No longer, as in past conventions, did frightened delegates march in lock-step with the International leader-

ship. Democracy has come to our union and the leadership could no longer arrogantly disregard the interests of the membership.

Sure, they still resisted the attempts of the rank and file to put an end to exorbitant multiple salaries, but at least they were embarrassed into selling off the luxury private jets.

And, no, they could not bring themselves to support the democratic election of convention delegates—too

many officials had fallen when challenged by the rank and file. But the prospect of having to face the rank and file this December in the first-ever democratic elections for top officers forced them to give lip service to the rights of the members.

The leadership controlled the chair and, for most of the convention, the majority of delegates as well. But with elections looming ahead, in the end they had to dance to the tune of the rank and file. Quadruple strike benefits? Who would have guessed it? TDU motions to give the membership the right to vote on contract supplements were voted down at the last two conventions. Not so this time.

Nothing said it better than 1,000

delegates standing up in a "division of the house" chanting "R. V., Stand Up" as they voted to raise strike benefits to \$200 a week over the strenuous objections of the leadership. We won that victory!

Why after all these years did various factions of the leadership support some of the reforms that they have spent a lifetime opposing? Because even though they controlled the majority of delegates, the bulk of the delegates who had been elected in contested elections were Carey delegates. And everyone knew it.

Democracy is a powerful medicine. The rank and file stands ready to administer another even more powerful dose in December.

"I've been a member of the Teamsters for 39 years. When I asked the convention in 1986 to consider giving the members of this union the right to vote for their International officers, my reception, to say the least, was a cool one. Now, five years later, I am happy to say that democracy is coming to this union slowly, but ever so surely."

—Delegate Sam Theodus, Local 407, Cleveland
IBT Convention, June 27, 1991

What We Won

Every one of these proposals came from the floor. None were introduced to the various committees in advance, set up by the Durham group who controlled the convention.

✓**The Ron Carey Slate**, a working leadership team of 16 candidates for the General Executive Board, were all nominated by a wide margin. They will face the two millionaire slates headed by R. V. Durham and Walter Shea in the December rank and file vote.

✓**Strike benefits of \$200 per week** are in effect right now. Passed over the objection of the top leadership.

✓**The right of members to vote separately on all master contract supplements and riders.** Passed over the objection of the

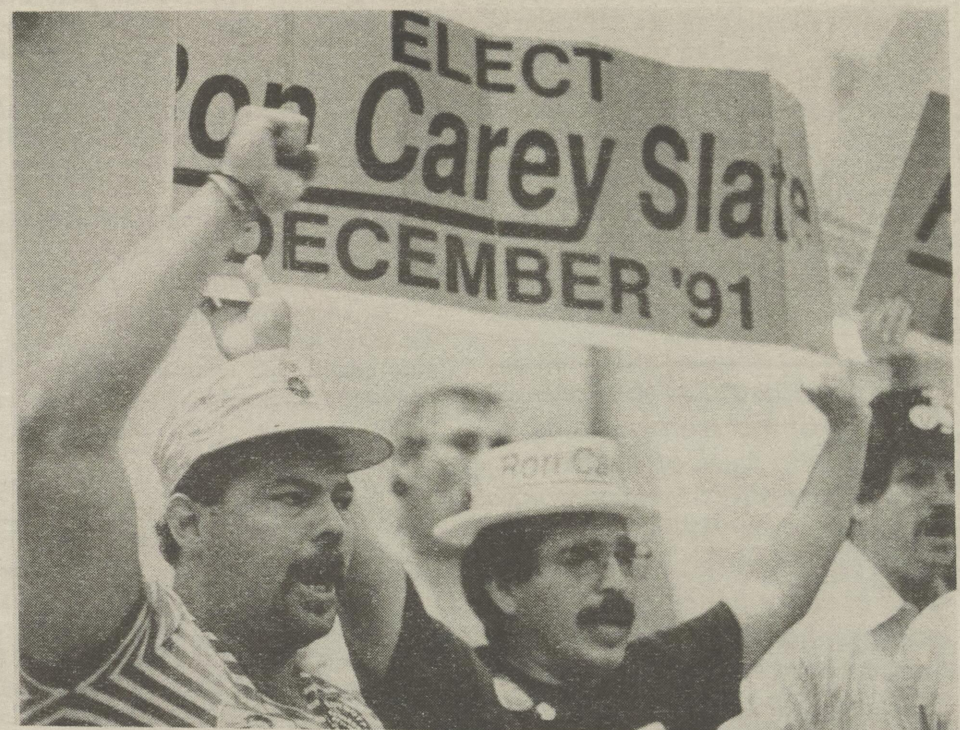
top leadership.

✓**The Right to Vote for IBT officers and Majority Rule on contracts** were written into the IBT constitution. We fought for this for years, now the top leadership are climbing on the bandwagon.

✓**All the IBT jet planes** will be sold. To head off a resolution submitted by Ron Carey, the chairman interrupted the proceedings to allow a Durham candidate to be the "first" to make this motion. Another goal of the reform movement won.

✓**Future IBT Conventions and events are to be held in union facilities** and utilize union airlines. Amendments from the floor put teeth in this motion.

✓**And More!**



Delegates and members cheered Ron Carey's nomination for Teamster president in a spirited floor demonstration, chanting "Ron Carey, Right to Vote."

Teamsters for a Democratic Union
P.O. Box 10128
Detroit, Mich. 48210
(313) 842-2600

How We Won the Right to Vote on Contract Supplements, Riders

On Thursday, June 27, we won the right of hundreds of thousands of Teamsters covered under master contracts to vote on their supplements and riders to the master. This is a first, and is now in effect. 20,000 Teamster car haulers, presently working under a contract extension, will enjoy this right in contract voting this summer.

How this was won is a textbook example of the power of the Teamster rank and file reform movement, now that we have the Right to Vote.

Months ago an amendment to the IBT Constitution was prepared on this issue. It was submitted by Ron Carey, and by other reform delegates, including Dan Campbell of Local 486. And support was built for it, in advance.

What One Local Can Do

The motion was also backed months ago by Harrisburg Local 776. Local 776's leadership adopted the motion, and then got other Central Pennsylvania locals on board. Then it was presented to the Pennsylvania Conference, where it was adopted. Pa.

\$200 a week

Strike Benefits Upped

On Thursday, June 27, the IBT Convention saw reform delegates use the Right to Vote win an enormous victory for setting our union priorities in order. The sight of over 1,000 delegates standing up in a "division of the house" (standing vote), chanting "Stand Up, R.V.!" showed to any skeptic that the reform movement is not only right, but ready to win!

The delegates were standing up to raise strike benefits from the level of \$45/55 per week to \$200 per week. R.V. Durham and the majority of the top leadership were fighting it tooth and nail, stating it would cost too

Conference President John Morris agreed to back the identical motion submitted by Carey and reform forces. When the motion came to the floor, the TDUsers and reform delegates momentarily held back from the 12 microphones to let brother Morris make the motion at mike 9. The motion was seconded by Tom Griffith of Harrisburg Local 776.

Then the reform forces moved on the mikes, as did R. V. Durham and his backers. Durham spokesman Jack Mogelson denounced the right to vote on supplements. Mathis, abusing the chairman position, stated the same motion was voted down in 1981 and 1986 by the delegates (reminding his followers that it was long a TDU goal).

But the tide was running against them. Carey delegate Ron Aboussie of St. Louis Local 600 got the floor to call for the vote, with R. V. Durham standing right behind him waiting to speak. The delegates voted to call the question. Then the vote on the issue ... and it passed on the voice vote!

We won a major reform, after years

of building for it! This was the first big victory of the convention, but not the last. It came because of years of TDU efforts on the issue, solid support from all the reform delegates and the Carey Slate, careful organization and the hard work of Local 776's officers, and of course, the Right to Vote. The Right to Vote meant that many of the officials supporting Walter Shea voted with us, to embarrass Durham.

Their support was hypocritical, as Shea has fought this issue every step of the way. But with the election looming, the reform movement multiplied our strength by dividing the hierarchy,

using their squabbles to benefit the rank and file.

Now, a road driver in California will not vote on the supplement of a dock worker in Virginia. UPS Teamsters in Northern California will not see conditions eroded in their supplement by their votes being overpowered. Anheuser Busch Teamsters in Newark, N.J., will not see local work rules destroyed over their objections. They will have the right to vote both on the master contract, and on the regional, local or craft supplement. That's democracy, that's unionism. And that's a victory we can be proud of!

Under the National Master freight Agreement there are approximately 32 supplemental agreements. Those agreements are negotiated separately, however, they are not voted on separately. We have found that the employers target these certain break bulk operations in these large master local unions. We are unable to get the conditions and the benefits that we so deserve for our members. When they target these, the master agreement is ratified, and so are the supplements. We are saying that we want the right to vote on those supplements separately. ...

It has been said here that the employers are going to withdraw from the National Master Freight Agreement if this amendment is adopted. I would like you to know there are at least 20 UPS employers lobbying in the back of the hall for this amendment not to be passed. If the employers are against it, then we should be for it.

—Delegate Tom Griffith

Local 776, Harrisburg, Pa., IBT Convention, June 27, 1991

Durham, Shea Blow Smoke

Convention Votes to Spend Millions More in Court

On Monday, June 24, the IBT leadership showed their priority for our treasury: continued and endless trips to court to undo the consent order which they themselves signed. They led the convention to vote to reject the language on the Right to Vote in the signed document, and to continue to fight it in court.

The Durham forces controlled the chair, and called upon one of their candidates, Chuck Mack, to present a written speech (which was distributed in advance as a press release to the media).

The surprise of the day for them came when 21 of the next 27 speakers to address the convention were reform delegates and candidates aligned with the Ron Carey Slate. Each one spoke out against government interference in our union, but addressed the issue of how and why the consent order came about, how to clean up our union ourselves, and also addressed the Right to Vote.

The voice vote went approximately 2-1 to continue the misdirected court battles, at enormous expense to our union.

In 1981, a motion came before the IBT Convention in Las Vegas to set up an Ethical Practices Committee ... Sister Diana Kilmury who made that motion said if we fail to clean up our own house, that we may well find the government coming into our union. Ten years ago, she was correct.

Five years ago, in 1986, Brother Sam Theodus made a motion ... to give the membership the right to vote for International officers. He was right. They were both shouted down, unfortunately.

We should have heeded those leaders then and stopped repeating some of the same mistakes. Let's set a course for the future now for this union. Let's put this issue behind us and welcome democracy.

—Delegate Gene Giacumbo, Local 843, Springfield, New Jersey
IBT Convention, June 24, 1991

Here in Local 247 we have 550 Transit mix workers going into the fifth week of a strike. What a boost this raise in strike benefits is to us. With our members about to receive \$200 a week in strike benefits the employers cannot starve us back to work. I want to thank TDU and the Carey campaign for going to that convention and fighting for us.

—John Vamplew

Local 247, member of negotiating committee

much money. This was after they insisted on maintaining their multiple salaries.

At the 1981 IBT convention, strike benefits were raised \$10. At the 1986 convention, they were frozen. So in the past 15 years, the leadership has seen fit to raise them a total of just

\$10. Now, we won a \$150 increase!

All groups at the convention claimed to be for increased strike benefits, with Durham trying to hold it down to \$100 a week. The reform delegates first made an amendment to the motion for \$150. Dan Campbell of Michigan Local 486, one of the floor leaders of the Carey forces, stated that if an additional amendment for \$200 was offered, it would get support as well.

Delegate Carl Gentile of Massachusetts Local 170 made the amendment to the amendment for \$200.

Chairman Weldon Mathis, in one of his many departures from neutrality, announced that even a level of \$100 was high and would cost an additional "\$100 million" over the next five years, he estimated.

Mathis lied. Dave Robbins, secretary-treasurer of Boston Local 504 and a Carey delegate, took the floor to rebut Mathis: "The strike fund is in pretty good shape, because in 1989 the General Executive Board voted to transfer \$34 million out of it into the General Fund. We paid out only \$3.7 in 1990 and \$4.3 in 1989. This was less than the fund itself made on interest."

John Morris, president of the Pennsylvania Conference, called the Durham proposal "Mickey Mouse strike benefits," and then asked Mathis, "Mr. Chairman, can you live on \$100 a week if you were on strike?"

The \$200 proposal was put to a division of the house, and as the delegates in favor rose to be counted, they chanted "R.V., Stand Up!" to Durham and his slate, who opposed the increase. It passed, and we had won another victory in a great day.



Ron Carey addressed the convention on Friday in his acceptance speech. Members of the Ron Carey Slate stand with him on stage.

Carey Slate Nominated

Three slates and a few lone candidates were nominated at the convention to be on the ballot in December in the first-ever rank and file election. But it comes down to a choice of the same old leadership or the Ron Carey Slate.

The delegates, most of them having faced no opposition in their local delegate elections, gave Durham the most support with 1,001 votes for his nomination. Shea got 574 votes and Carey 289, with nearly all of Carey's support coming from delegates who had won the right to represent the members back home in contested elections. Previously announced candidates William Genoese and Lou Riga were not nominated.

The big loser was Shea, who got most of his votes from New York, New Jersey and Pennsylvania and showed no national strength. This was most dramatic in the South, where the vote was Durham 87, Carey 42, Shea 3.

The big winner was the rank and file, who now have not only the right to vote, but a real choice in December.

Mr. Chairman, why would a union leader want to be paid two, three or more salaries? It's against the principles that this union is built upon. We are not a corporation where greed is king. We are a union of brothers and sisters. Let's unite and do what's right. Put that money, millions of dollars, to work in organizing and bargaining and strike benefits.

... The extreme salaries that these International officers make, they need to be cut and put to work for those who paid their salaries. And that's us, the rank and file. You try and support your family on a lousy \$6.25.

—Delegate Laurie Craig
Local 1145, Minneapolis
IBT Convention, June 26, 1991

Another Victory for the Rank and File

Teamster Jets to Be Sold

Durham forces tried to steal some of Ron Carey's thunder, again using their control of the chair to violate the convention rules. Carey had submitted a resolution on priorities, which included getting rid of the union's five jet planes. But it did not make it to the convention floor for a vote.

On Friday June 28, Mathis aban-

The Ron Carey Slate

General President

Ron Carey

Local 804, Long Island City, N.Y.

General Secretary

Tom Sever Local 30, Jeannette, Pa.

Vice Presidents At Large

Mario Perrucci Local 177, Hillside, N.J.

Diana Kilmury Local 155, Vancouver, B.C.

C. Sam Theodis Local 407, Cleveland

John Riojas Local 657, San Antonio, Texas

Jim Benson Local 104, Phoenix

Eastern Conference VPs

Tom Gilmartin Jr.

Local 559, Hartford, Conn.

Gene Giacumbo

Local 843, Springfield, N.J.

Central Conference VPs

Bill Urman Local 792, Minneapolis

Dennis Skelton Local 600, St. Louis

Leroy Ellis Local 705, Chicago

Southern Conference VPs

Doug Mims Local 728, Atlanta

Aaron Belk Local 667, Memphis

Western Conference VPs

Tom Shay Local 57, Springfield, Ore.

Ken Mee Local 287, San Jose, Calif.



Major Changes in IBT Constitution

These are effective as of June 28, 1991, even though new booklets have not been printed yet.

Right to Vote for All International Officers (Article IV). This major goal of TDU and rank and file Teamsters was passed unanimously (!), even though the top officials oppose it. They went along for the ride, because of the upcoming election they must face.

Majority Rule on Contracts. (Article XII). This major reform goal, won in lawsuits 3 years ago, was approved. Another victory for our side!

Right to Vote on Contract Supplements (Article XII, Section 2(b)). This constitutional amendment, like the two above, was defeated in 1981 and 1986 by the top officials, but this time, we narrowly won it. Submitted by Ron Carey and reform delegates, as well as Harrisburg Local 776 and the Pennsylvania Conference.

Increase in Strike Benefits to \$200 per week. (Article XII, Section 14(a)). The reform forces pulled off a major victory, with R.V. Durham again standing in opposition to the change. Pennsylvania again provided key support.

Summary of Other Changes

Name Change. Our name is now simply the "International Brotherhood of Teamsters." (Article I)

Secret Ballots for Joint Councils, Area Conferences. Local union officials who choose the joint council executive boards and conference policy committees will vote by secret ballot. (Article XVI, Section 1) Previously some did it by secret ballot, some by open voting. Note that this does not mean a rank and file vote. This motion was made by reform delegate George Cashman of Boston Local 25.

International Board Expanded. Instead of 16 International vice

presidents, there will be 23, beginning in 1996. (2 Southern, 2 Canadian, 4 Western, 5 Central, 5 Eastern; 2 for each conference and 1 for each 100,000 members over 200,000) Introduced by the top officials. There will be 17 beginning in 1992, with the extra one in Canada. This last part, on Canada, submitted by Ron Carey as well as R. V. Durham and passed unanimously.

Salaries of Top Officials. (Article V, Section 1) General President \$225,000, General Secretary-Treasurer \$200,000, plus unlimited paid vacations for themselves, family and staff, and allowances, expenses, and full cost of living clause. Future IBT officers cannot make more than the GP. (R. V. Durham motion). Multiple salaries for all but those two offices still in effect. (Carey motion to eliminate multiple salaries voted down by Shea, Durham and all top officials).

Court Battles Ahead

Right to Vote for Delegates. (Article II, Section 4(g)) R. V. Durham proposed to remove the right to vote by the members for delegates to future IBT conventions, and the convention so voted. However, because this conflicts with the terms of the consent order, it will not go into effect. The reform delegates, led by Ron Carey, fought for the Right to Vote for delegates, winning about one-third of the convention in a standing vote.

Ethical Practices Committee. (Article IXX) The convention adopted language for an ethical practices committee, after rejecting the same language in 1981 when it was proposed by Diana Kilmury. However, the consent order provides for an Independent Review Board, and since its language conflicts, the latter will go into effect. (Unless it is altered in court.)

Durham Slate Tries to Block Elected Delegates

Actions Speak Louder than Words

R. V. Durham showed his real priorities at the convention. His words sometimes sounded good, but as we all know, actions speak a lot louder. Perhaps most revealing about his commitment to rank and file rights, Durham and his slate pushed through a motion aimed at stripping away your right to elect future convention delegates, and to designate full-time local officers as automatic delegates by virtue of their positions. Since this motion is in direct violation of the consent order, it will not go into effect, but will lead to further expensive court battles. The reform delegates stood up proudly in a standing vote for the Right to Vote, and got about a third of the convention to stand with them.

Other Durham actions included:

- A policy of continuing to spend millions of dollars in court to subvert the right to vote (such as for convention delegates).

- Opposition to the motion to ban multiple salaries for IBT officers.
- Opposition to the motion to increase strike benefits to \$200.
- Opposition to the right to vote on supplements and riders to master contracts.
- Opposition to the elimination of the "presidential travel" clause of the IBT Constitution (Article V, Section 2) which provides for unlimited vacations with all expenses paid for the president, his family and staff! Durham supporter Weldon Mathis used the chair to actually bar this motion from being made at all.

Shea Proposes Nothing

Walter Shea, running for IBT president, submitted not one single change to the IBT Constitution. Nor was he an elected delegate to the convention. Nor has he ever been a working Teamster. What you might call a perfect zero.

Carey and Durham Appear As Teamsters Front-Runners

Eastern Guard Seen as Possible Ballot Spoiler

By Frank Swoboda
Washington Post Staff Writer

ORLANDO, Fla., June 27—The political battle for control of the 1.6 million-member Teamsters union appears to have evolved into a two-man race between Ron Carey and R.V. Durham, with the old guard leaders of the East as potential spoilers for either candidate.

After nearly a week of nominations of candidates for national union office, it is clear that Durham has

NEWS ANALYSIS

the support of a majority of the 1,900 convention delegates: enough votes to give him front-runner status going into an election with more people eligible to vote than there are registered voters in 26 states.

But it is also clear that his biggest competition in the first direct, secret-ballot election of officers in Teamsters history is Carey, the reform candidate with the fewest delegates at this week's convention.

The third major candidate for the Teamsters presidency is Walter Shea, generally viewed as the titular head of the union's old guard leadership, which has remained largely silent on many of

the union reforms being proposed at the convention.

The union is under court order to hold government-supervised elections as part of a consent decree signed by the leadership two years ago to settle a major racketeering suit brought by the Justice Department. The election will be held in December.

Shea and Durham are both national vice presidents of the union, while Carey is the president of a United Parcel Service local in New York City and has the backing of the reform union group Teamsters for a Democratic Union (TDU).

"By November and December, the Shea forces will not be a factor, except perhaps as a spoiler," Durham said today. "We clearly kicked their butt."

Carey and Ken Paff, who heads TDU, both agreed with that assess-

ment, based on the balloting for candidate nominations at the convention.

If the Shea ticket does serve as a spoiler in the election, it is expected to hurt Durham the most, since few of Shea's supporters are expected to side with Carey.

At the start of the convention this week, Durham said he thought his main opponent on the convention floor was Shea but that his biggest opponent in the election campaign would be Carey, who has been campaigning at the grass-roots level for nearly two years.

Durham entered the convention with the most to lose. If he failed to get a majority, he would be seen as weak by the union leadership. If he showed delegate strength in the nomination of union officers, however, he could boost his standing with local union officials nationwide whose livelihood depends on picking a winner in this election.

Carey had little to lose in the convention. Armed with approximately 250 convention delegates, more than enough to win nomination, his only real role at the convention was to put the reform issues of his campaign before the convention and force Durham and Shea to deal with them.

"This is show time," Carey said today of the convention. The real election will be out on the campaign stump with the rank and file, he suggested.

"That's where it's at," Carey said. He attacked both Durham and Shea as "born again" reformers.

Durham's appeal to the union rank and file remains untested. And it remains unclear how the actions taken by the convention will play in Durham's campaign.

Armed with new-found democracy under the government consent decree, the delegates—themselves picked in federally supervised secret-ballot elections—have voted a wide variety of changes long sought by TDU and incorporated in Carey's campaign.

Often casting aside candidate preferences, the delegates voted a range of reforms ranging from a doubling of strike benefits to the right to vote on their own local contract supplements in national trucking contracts, issues most other unions' rank-and-file members routinely get to vote on.

Carey will leave the convention taking credit for the reforms and will try to cast Durham as the candidate of old-guard obstructionists for either coming late to reforms or advocating lesser changes.

"This sleeping giant is now becoming awake," Carey said of the union membership. But he said his biggest enemy in the fall election campaign was apathy among a rank and file that has never before had a chance to vote directly for its leaders.

28 THE BOSTON HERALD, FRIDAY, JUNE 28, 1991

Easy win for Teamster reformers

Delegates vote for higher strike pay, right to vote

By PHILIP J. ... JUNE 28, 1991

LOS ANGELES TIMES

LAKE BUENA VISTA, Fla. — Teamster delegates against their top constitutional amendment by union reformers. By surprisingly, delegates increased strike pay by \$55 a week, an amount to sustain strikers, greater than that of other unions.

Delegates also voted the right to vote on agreements. In the past, only ratify national

Teamster Delegates Override Leaders on 2 Key Issues

By BOB BAKER
TIMES LABOR WRITER

ORLANDO, Fla.—Delegates to the Teamsters union convention on Thursday twice voted against the union's leadership, passing constitutional reform amendments long sought by Teamsters for a Democratic Union, the dissident organization whose ideas had been laughed out of previous conventions.

Delegates voted to more than quadruple the union's strike pay.

union leaders based on national negotiations. Mouse."

In addition, candidates—union leaders—were asked to run for office. Durham won the election. The convention committee had put forth an amendment to increase strike pay. However, an amendment to increase strike pay by \$55 a week was passed. Carey and Shea were also mentioned.

JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local # _____

Address _____

City _____ State _____ Zip _____

Phone (____) _____ Company _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production
☐ Other _____

Optional: Spouses name _____

☐ \$30 membership fee for one year's membership & subscription to *Convoy Dispatch*.

☐ \$75 three-year membership fee. (\$10 shall be rebated to the local chapter.)
☐ \$15 for spouses, retirees and Teamsters who gross less than \$12,000 a year.

☐ Check or money order _____ Exp. date _____
☐ Mastercard/Visa # _____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210
TDU membership is kept confidential from employers and union officials.
TDU solicits and accepts membership applications and donations only from Teamsters, and from individual retired Teamsters and spouses who are not employers.

Durham snubs woman candidate

Democracy Gives Teamsters a Lift

Union votes to raise strike benefits

NEWSDAY, FRIDAY, JUNE 28, 1991

on can
mber-

he 1.5
rs are
0 per